

Legislative Analysis



HIRING PREFERENCE FOR VETERANS IN CLASSIFIED STATE CIVIL SERVICE

Mitchell Bean, Director
Phone: (517) 373-8080
<http://www.house.mi.gov/hfa>

House Joint Resolution AA

Sponsor: Rep. Rick Jones

Committee: Military and Veterans Affairs and Homeland Security

Complete to 11-9-09

A SUMMARY OF HOUSE JOINT RESOLUTION AA AS INTRODUCED 8-26-09

The joint resolution would amend Article XI, Section 5 of the State Constitution by establishing a hiring preference for veterans in the classified state civil service.

The constitution states that the Civil Service Commission shall, among other responsibilities, determine the qualifications of all candidates for positions in the classified services by competitive examination and performance exclusively on the basis of merit, efficiency, and fitness. In addition, the State Constitution provides that no person shall be appointed to or promoted in the classified service who has not been certified by the commission as being qualified for that appointment or promotion.

House Joint Resolution AA would retain that language, but add that the commission must provide a preference for veterans otherwise qualified for appointment and employment who are retired or otherwise honorably discharged from 90 or more days of active duty service in the U.S. armed forces.

The proposed constitutional amendment would have to be submitted to the voters at the next general election.

FISCAL IMPACT:

The joint resolution would have no fiscal impact on the state or local governmental units.

BACKGROUND INFORMATION:

Veterans' Preference in the Civil Service System

Under Civil Service Rule 3-8 (as effective March 2009) certain veterans and spouses of veterans who are qualified for initial appointment in the classified service are eligible for preference during the selection process as follows.

(1) If the selection process is based on a numerical score on a written examination, the applicant's final passing score is increased by 5 points for a veteran or surviving spouse; and by 10 points for a disabled veteran, the spouse of a disabled veteran with greater than

50 percent service-connected disability, a surviving spouse with a child under 18, and a surviving spouse with continuing parental care of a disabled child.

(2) If an applicant is not given preference points under the previous paragraph, and the appointing authority uses a preliminary applicant screening process based on a numerical score, then applicant's highest attained screening score is increased by 5 percent or 10 percent as above.

(3) If the applicant is not given preference under either of the other two methods, and if the appointing authority uses a mechanical or random applicant screening process to reduce the number of applicants in the candidate pool, the applicant would be retained and placed in the candidate pool. A candidate retained in the pool must be evaluated using the same merit appraisal methods used for other candidates.

Under the rule, "veteran" is a person who has 90 or more calendar days of active duty service in the U.S. armed forces and was honorably discharged from active duty. A "disabled veteran" is a veteran determined eligible for disability compensation by the U.S. Department of Veterans Affairs or a branch of the armed forces as a result of a service-connected disability.

For the full civil service rules, see:

http://www.michigan.gov/mdcs/0,1607,7-147-6877_8155-72543--,00.html#3_8

Legislative Analyst: E. Best
Fiscal Analyst: Jan Wisniewski

■ This analysis was prepared by nonpartisan House staff for use by House members in their deliberations, and does not constitute an official statement of legislative intent.